



Forest Service *News*

A proud tradition of service since 1912

Forest Service News Advisory Group Vision:

“True to our proud history, informing the Forest Service family through balanced and timely communication”

Deputy's Message



This has been a remarkable year: the financial crisis, an historical US election, a potential Liberal - Bloc - NDP federal coalition and here at home, a deepening forestry downturn and a significant number of friends retiring from the FS. As unpredictable and amazing as some of these things are, they aren't what defines the outgoing year. What makes 2008 so remarkable is the strength and hope that endures in the face of these changes; the community spirit and selflessness that emerged in hard pressed communities; the passion to learn, grow and make things better shown by people faced with personal uncertainty.

In the last five years, we have tried to build skills, resilience, personal accountability; engagement and leadership in the Forest Service. In the last year people have accomplished a lot in helping communities, making the industries more competitive and meeting our service plan targets.

This coming year will tell us whether our investment in people has paid off. It will define us as leaders and an organization. It will challenge our commitment to one another and our ability to focus on positive change in the face of on-going adversity. It will require us to draw heavily on our corporate values: courage, passion, curiosity, accountability, teamwork and service.

I don't say this to cause anxiety, but to highlight the leadership opportunity we have been given.

In the next year we will face increased financial pressures; a heightened need to innovate and simplify; big opportunities to integrate service delivery, on-going possibilities to master new technologies and a challenge to look outside ourselves for information and ideas.

In this Issue...

Deputy's Message - Pg.1 & 2

National Forest Week - Pg. 2

Welcome - Pg. 3

Mark Vieweg - Profile - Pg. 4

Crossword - Pg. 4

Phil Zacharatos - Profile - Pg. 5

Volunteer BCFS 100 - Pg. 5

Phil Youwe - Pg. 6

RESULTS and WL - Pg. 7

2009 Goals - Pg. 9

Fire Lookouts - Pg. 10 & 11

Recognition

Long Service 2008 - Pg. 3

Leading Learning Org - Pg. 8

Fallen US FS Comrade - Pg. 9

Around the FS

Provincial Bonspiel

Memorial Hockey Tourney

HQ Bonspiel

Deputy's Message Cont...

In our personal and organizational response we will have to make daily choices to model and influence individuals and organizations around us in positive ways; to go with the flow; or to focus on limitations and those things outside our control.

The positive choices will require empathy, openness, communication, collaboration, and coaching—those qualities essential to leadership. In some cases it will mean doing what we need to rather than what we want.

It will also require a vision and good understanding of what is important to us.

As always, my personal and organizational vision revolves around people. People are the source of our strength, our potential for greatness. The FS must be an organization where people are comfortable speaking up, coach each other, learn, look for ways to do things better and are recognized for good work.

We will be called on to think innovatively and in a broad sense—part of a natural resource management team that is flexible and leads primarily by building and sharing knowledge; by being proactive; collaborating and setting standards.

As lead thinkers and adaptors we must stretch the “one land model” we have started with the resource management coordination project. We must work aggressively to create a healthier industry with more diversity in products and markets. We have to focus reforestation resources on maximums, not site specific minimum standards.

There is much more to this "simplify, innovate and adapt" strategy and our success lies in an overarching vision that captures what we are about: stewardship, safety and service.

Next year will be tough, but we will be better and stronger when we get through it and in whatever we do, we will stay focussed on people. It is people who produce the results we deliver year after year; people who create an adaptive and inclusive culture.

Thank you for the great work you accomplished. For the times you went above and beyond, for the leadership, the learning and the efforts you made to help those around you.

Have a great holiday season. I'll see you in the New Year and we'll continue the remarkable journey we're on.

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National Forest Week Submitted by: Elizabeth Easton and Ron Planden

The Ministry of Forests and Range was pleased to support National Forest Week Canada's natural resources: biodiversity in a changing world, which took place from September 21 to September 27, 2008, by hosting an educational forestry walk through Francis/King Regional Park for over 500 Grade 5 students in the Greater Victoria area. We had very good feedback from the schools that were involved and wanted to send out a special thanks to all the enthusiastic ministry staff whose efforts contributed to the success of this year's event.



Long Service Awards 2008

Every year, employees with 25, 30, 35 and 40 years of service are honoured at a ceremony that recognizes their dedication and commitment to the Province of B.C. The ceremony includes award presentations followed by a buffet dinner and dance for recipients and their spouses at Government House in Victoria.

The Ministry of Forests and Range attended the ceremony on October 21 and 22. There were almost 200 Forests and Range employees attending the event over the 2 evenings.



Welcome New Advisory Group Member



Lynda Currie – District Manager of the Fort St. James FD joins the FS News Advisory Group

I have had the pleasure of working in the resource sector for the past 20 years. Northern communities like; Dease Lake, Smithers, Houston, Burns Lake and Prince George have all been home at one time or another.

I started my career in Smithers as a regional systems officer—back when we were first installing Profs. Today I spend my days with a very wonderful group of people in the Fort. As the district manager, in a rural community especially hard hit by the Mountain Pine Beetle and the current economic downturn, I spend my days in conversations about the future. Economic diversification at the community level is the topic of the day. The upcoming Timber Supply Review in the Prince George TSA and the challenges we face around mid-term timber supply are snapshots of what the future holds.

I chair the multi-agency sub-regional managers group for the Omineca area. I am also a director on the Resources North Board for Forestry. Most recently, I had the honour of graduating from Royal Roads University as a Certified Executive Coach and now part of the Forest Service *News* Advisory Group.

A Dream Fulfilled! Submitted by Mark Vieweg, Director - Forest Worker Safety

A dream of a lifetime—fulfilled! That's how I think about the time when our family of four left for Strasbourg, France in August 2007 and returned to Canada in July 2008.

Strasbourg literally became our destination through a finger-pointing exercise in an atlas map of France one evening. As we researched more and actually arrived there, we found the city to be rich in history, culture and opportunities for us. It is centrally located in Europe which was important to us for travel reasons and home to the European Parliament and university, which made it quite cosmopolitan.

Our family grew through many experiences. Our linguistic skills in both German and French increased substantively—more a result of survival, really. We learned the art of patience through a French train strike that added a day and a half to our trip from Nice to Strasbourg. We learned that being Canadian makes establishing friendships very easy—everybody's interest perks up when they learn you are from Canada and most see us as friendly, down-to-earth types.



Every now and again, an adventure would serve to bring us back to our roots in Canada and BC. One day, we left for a day trip to Niederbronn-les-Bains, a small town on the border between Germany and France, famous for its spas. Our goal for the day was to hike up to an abandoned castle and Roman temple. About halfway up the mountain (not the BC kind, but the gentle French type), I looked up and saw some familiarity in a tree growing there. It was a Douglas fir! A plaque beside it gave us the story. This “*Pseudotsuga menziesii*” was planted in 1827 from seeds that had been collected by a botanist aboard a ship under Captain Vancouver's command. Apparently, there was no concern for seed zones in those days!

We now look upon life as a series of adventures. The latest has taken us to Victoria where I now work in the Forest Worker Safety program (an adventure in itself), my wife Chris, works at Open School BC in the Ministry of Labour and Citizens' Services and our children are happily attending Cedar Hill Middle School.

If I may provide any advice to people who are also pursuing their dreams (not necessarily travel), I would say be bold—reach for them—they will only enrich your life and the lives of those around you!



How are you at Crosswords?





PHIL ZACHARATOS
ACTING ASSISTANT DEPUTY MINISTER
OPERATIONS DIVISION
MINISTRY OF FORESTS AND RANGE

Phil Zacharatos commenced acting as the Assistant Deputy Minister of the Operations Division on November 6, 2008. Prior to this opportunity, Phil was the regional executive director for the Southern Interior Forest Region starting April 2004. Phil began his career in the Forest Service in 1980 as an auxiliary in the position of assistant timber coordinator in the Vancouver Forest Region.

Over the next several years, he progressed through various positions within the district and regional office in Prince George. Phil became regional staff manager in the Prince George Regional office followed by district manager of the Prince George Forest District and then as regional director of the Northern Interior Region for the Ministry of Sustainable Resource Management.

Phil and Mary have been married for 32 years and have 2 wonderful daughters, Kathryn and Melissa. Now that they are empty nesters, they have filled the void with their five beloved border collies as well as perfecting their skills in the sport dog agility.

Volunteer to Be a Part of BCFS100

Submitted by Jim Challenger

The BC Forest Service's centenary celebrations begin in 2012. Leading up to the grand year is a lot of fun, planning and preparation for those who can volunteer ideas, time and a bit of their energy. The BCFS100 planning committee is looking for current or former ministry staff from various programs and geographic locations across the province to be volunteer representatives for their area.

To start, we need a contact name in each office and branch. The contact is responsible for communicating plans and activities, and for keeping track of local volunteers. You should be computer savvy ("lists, bloody lists" to paraphrase John Cleese), be personable, and enjoy organizing and working with other volunteers.

There are several more specific ways to contribute:

- Find people or give your own oral history (written or verbal);
- Contribute to "The History Book" or theme papers;
- Scope out local artifacts for collections; and,
- Form a local planning committee for events and celebrations.

There will also be many opportunities in 2012 to volunteer as events unfold.

You first need to join the Ministry of Forests and Range Centenary Celebration Society. Your \$20.12 one-time membership fee will enable you to contribute ideas, participate in events at reduced rates, receive a discount on the history book and DVD, and be recognized. The membership application form is available at <http://www.for.gov.bc.ca/mof/100/MembershipForm.pdf>

Staff that wish to volunteer time during office hours need to get their supervisor's approval.

Our BCFS100 website will be up and running next spring. In the meantime for general information or to express interest in volunteering for the BCFS100 project, please contact Jim Challenger at jim@rjchallenger.com or 250-474-2808.



RANGE RO ATTENDS INTERNATIONAL CONGRESS IN CHINA

Submitted by: Phil Youwe P. Ag., Range Officer, Kamloops Forest District

China was the host country for the International Grassland and Rangeland Congress held in July 2008. I was fortunate to be able to attend along with my colleague Wendy Gardner from Thompson Rivers University. We have been working on a joint research project monitoring the effect of grass seeding following the wildfires of 2003 and the findings from this study were summarized in two posters and presented at the congress. Both posters attracted considerable interest and discussion and delegates from Australia, China and India were particularly interested in the work presented.

As international delegates we were required to stay in the same hotel located in Hohhot, the capital of Inner Mongolia, which is the country's third largest region. The five star hotel consisted of two towers and was built and occupied in less than one year, a true sign to the speed of development and urban expansion I saw everywhere we went. Each morning our bus trip to the congress center received a full police escort and each intersection had police officers holding back traffic.

The level of grassland degradation and deforestation across the landscape was mind boggling. Approximately 75 percent of Inner Mongolia is grassland, which comprise one quarter of China's grasslands. Most of China's grasslands are under severe desertification. Due to the level of degradation of the grasslands having occurred over hundreds if not thousands of years, the Chinese



have embarked on a program of rehabilitation. Approximately one half of the grasslands are under forbidden grazing or managed under a rest, deferred or rotational grazing system. The real highlight of my time was the post congress tour to the grasslands of Mongolia. We traveled by bus from Hohhot to the China Mongolian border where we boarded the Trans Siberian Railway for an unforgettable overnight trip to Ulaanbaatar, the capital of Mongolia. Mongolia, like Inner Mongolia, China has experienced severe degradation of its grasslands.

In the early 1990's, the country of only 2.5 million people and 30 million people, disbanded state control of livestock, shifted the livestock to private ownership and established a market-based economy. This has resulted in a dramatic increase in animal numbers as the Mongols hang onto the only thing they have to make money—their animals. Over the last 16 years the increase in livestock numbers has exceeded the carrying capacity of the grassland pastures by 40 percent. Today approximately 18 percent of the pasture areas are severely degraded.

My tour across Mongolia was truly an experience unequalled by anywhere else I have travelled. Every aspect of Mongolian society has been shaped by pastoral nomadism and the vast and endless landscape is dotted by "Gers" (Mongolian Yurts) and large herds of livestock comprised mostly of sheep and an increasing number of goats. The congress and the Mongolian tour greatly expanded my knowledge of the grazing regimes of the world and the importance of the pastoral landscape to society.

Stay tuned to the next newsletter article and explore the life of the Mongols living a nomadic existence on the harsh Mongolian grasslands.

RESULTS AND WOODLOT LICENCES

Submitted by: Dave Haley, Woodlot Licence Forester, Resource Tenures & Engineering Branch

The 828 holders of woodlot licences are required to participate in the electronic forest management (e-FM) initiative by submitting information to RESULTS, FTA, etc.

Despite their small footprint, the one size fits all approach to application design, training, and communication does not work here. At least not when it comes to RESULTS. Woodlots are different than other groups because they operate under a different set of regulations; they have different access to technology and expertise required for e-FM; and because of the sheer diversity amongst licensees.

RESULTS was originally designed as one application for all clients, with one communication plan and one training plan. This approach was followed diligently for the first 3 years of its existence; however, as time went on, the number of comments and the volume of those comments suggesting that a client-specific approach was required, especially for woodlot licensees, grew exponentially.

To address this, the RESULTS Team was expanded to include woodlot representation, and client specific enhancements and approaches were discussed. Ultimately this has brought forth application enhancements (e.g. Copy Exhibit A Spatial Tool, revised Activity screens), and training that was designed to meet the requirements of the woodlot licensees.

A client-specific training approach works for two reasons. The first is the obvious benefit to the participants and the second is the feedback that the RESULTS Team gets from training participants. In fact, we have seen a steady increase in approval rating from training participants; from 76 percent during the initial training sessions held in January 2008 to 86 percent at the recent Federation of Woodlot Associations Annual General Meeting held October 2008.

It appears as though we have found an approach that works. By recognizing the differences in client needs, and by incorporating a continuous improvement approach in application development, communication and training, the RESULTS Team is building small successes with its client groups. This is resulting in improved data quality and consistency that will ultimately allow land managers to make better decisions.

So where do we go from here? We need to continue to build on this approach. There are still 500+ woodlots that we haven't been able to reach yet and more client groups that need attention.

The RESULTS Team members:

John Gallimore, Project Manager, Information Management Group

Caroline MacLeod, Business Lead, Forest Practices Branch

Dave Haley, Timber Tenures, Resource Tenures and Engineering Branch

Coleen McLean-Marlow, Woodlot Representative

Scott Killam, Application Development – CGI



Have a Story idea?
Send Sonia Donison
your ideas!

Leading Learning Organization

Submitted by: Tara Wilson, A/Organizational Development Advisor, Organizational Development Branch

The Leading Learning Organization (LLO) residency workshop is delivered each year to bring together and develop a Community of Practitioners who supports the business outcomes and people practices of the Forest Service and other ministries.

We now have over 250 trained practitioners dedicated to creating, transferring and acquiring knowledge while decreasing our dependence on external consulting.

Practitioners are multi-disciplined to design and deliver organizational development activities such as facilitation, coaching, continuous improvement, narrative inquiry and strategic business conversations.

This year, the 5-day workshop focused on amplifying life long learning, collaboration, innovation and continuous improvement. The learning was focused on the individual, the team and the organizational levels and familiarization with concepts, tools, and practices for building and leading a learning organization.



For the first time, the residency facilitation team included two certified coaches and was made up of 100 percent BC public service employees. The next workshop is scheduled for early June.

An internally led three-day Learning Organization (LO) 'on-site' learning session is also available. This learning program is designed to create stronger teams by utilizing a variety of tools and practices, embodying leadership at all levels, constructing sufficient capacity to manage emerging business challenges. To date, Haida Gwaii, Kalum, Squamish and the Peace Forest District offices have all hosted an LO on-site. Clearwater District will host the next onsite in early February.

For more information on the Learning Organization on-site learning session contact Nicole Bilodeau and for more information on the Learning Organization residency contact Kathy Philps.

Relationship/Possibility/Action

"I'm an action person – I go straight to action. I've learned I need to slow down and build relationships. The result is more ideas and people feel a part of the organization."

- quote from learner

Had an exciting event in your office?

Send in your photos to the Forest Service
News!

Fallen US Forest Service Comrade

Submitted by: Rick Hardy, Compliance and Enforcement Special Investigations Unit, Coast Forest Region

Four Ministry of Forests and Range staff members were asked to attend a memorial service for a fallen United States (US) Forest Service comrade.

Dan Graham, Director of the Compliance and Enforcement Branch asked Ray Wiggins and me to represent the branch and Rick Hardy and Vic Skaalid represented two of the three regions, to show respect and interagency support for the US Forest Service. We were honoured to represent the ministry and the C & E Branch, attending the public memorial in uniform.

The service, with full police honours, was held for US Forest Service Officer, Kristine Fairbanks at Civic Field in Port Angeles, Washington State. Fairbanks was killed while investigating a suspicious vehicle near the Dungeness Forks Campground in Olympic National Forest about six miles south of Sequim, Washington State.

Although we did not know Kristine Fairbanks on a personal basis, we did feel the camaraderie of the fellow law enforcement officers gathered together in her memory.

We had several opportunities to share with our US law enforcement counterparts the many similarities of the work we conduct, share that knowledge and strike new acquaintances and friendships.

We were also proud to be part of the lengthy procession of law enforcement vehicles as a moving tribute to Officer Fairbanks.

Kristine Fairbanks was eulogized as a caring and inspirational person and as I listened to the number of stories about her and her career I was struck as to how similar once again those stories could be told about each of us by our friends.

The memorial also reminded us how important it is that we must take our positions seriously and our families as you never realize how quickly changes may happen.

On behalf of myself and the other Forest Service officers who attended the memorial, I wish to thank the Ministry of Forests and Range for the opportunity.

2009: Have You Set Your Goals Yet?

Submitted by: Liz Eveleigh, Corporate Expenditure and Travel Advisor Finance & Management Services Branch

2009 is almost here! So what is stopping you from having the most successful New Year possible? Here are the most common top 10 New Years resolutions that can make it happen:

1. Lose Weight
2. Pay Off Debts
3. Save Money
4. Get Fit
5. Eat Right
6. Get a Better Education
7. Quit Smoking
8. Reduce Stress
9. Take a Trip
10. Volunteer to Help Others

But how do you guarantee the valuable resolutions you choose will last year round?

A priceless tool that can help you succeed is goal setting. It is at everybody's fingertips and since the first step is sometimes the hardest, here are some ideas to get you started:

- Identify goals that will bring greater clarity, focus and motivation to your life whenever you think about them.
- Try treating goals as a way to enhance your day, not as a way to control the future.
- Always write down your goals in complete detail.
- Make them positive and precise.
- Have a timeframe.
- Model yourself after successful people.
- When you have achieved a goal, take time to enjoy it—celebrate! If you fail to meet a goal, learn from it. Use your lessons learned in your future goal setting. Remember to be courageous and fearless with your resolutions. Allow yourself to brainstorm, investigate and personalize them.

Now dust off those walking shoes and have your best year yet!

Fire lookouts: Still a valuable detection tool

Submitted by: Karlie Shaughnessy, Information Officer, Protection Branch, SouthEast Fire Centre

Saddle, Idaho, Buchanan, Kobau, Smokey and Lemon—are just a few fire lookouts around B.C. Time and technology have slowly blown them from their mountain peaks into history. However, there may be a light on the horizon that leads some of these lookouts to be a viable detection tool again in the future.

A network of 62 fire lookouts are currently spread throughout the province. Used as an early detection tool, they were once an integral part of fire detection. Fire lookouts are now becoming a part of history, especially with today's sophisticated fire-detecting equipment. But not all face certain extinction—the declining economy may have a positive effect on whether some stay anchored to the mountain a little while longer.

Unlike heavier populated areas, cell service is limited in the Kootenays. Some may think fire lookouts are an outdated wildfire detection tool, but in the right conditions and geographic locations, they can still be a valuable resource.

Gene Desnoyers, Southeast Fire Centre Manager says the reality is that the forest and aviation industries are changing. “Harvesting activities are changing. Mill closures mean less harvesting is taking place. Fewer forest workers in the woods means there are less resource detectors out there to report fires in remote areas.”

Besides the public, air patrols have been the main tool used in modern fire detection. Some fire centres are finding it difficult to find companies to fly due to rising fuel prices and insurance costs. Also with no guarantee of work, some aviation companies are looking elsewhere.

Ross Wilde, Fire Operations Specialist says “in remote areas, lookouts are still proving to be invaluable.”

“Although fixed-wing air patrols are used a significant amount to detect wildfires, they are only overhead a particular location for a short period of time, so they do “miss” the odd fire. Whereas a staffed lookout can view their whole area during all daylight hours,” says Wilde.

Today's factors prove positive for the future of the 62 lookouts in B.C. While not all firefighters put down their Pulaski's and picked up a paint brush. “It was great to be part of the restoration because the lookout has been around for a long time and now it can continue to be available for many years for others to enjoy and experience.” said, Julia Rickard from initial attack crew, SE Oscar.

Once re-painted, the lookout seems to have found its old glow. From far away, the simple white building glimmers like a beacon alone on the top of the highest mountain around.

“With all factors considered, keeping certain fire lookouts can only ensure us of more detection success for the future,” says Desnoyers.

are seasonally used, some are kept maintained only for periods of high fire danger ratings.

Fire lookouts have been around since 1910 when the first Provincial Fire Law was created. Historically, there used to be 112 fire lookouts throughout the province. One example of a historic fire lookout undergoing routine maintenance due to the current factors is the Old Glory lookout located in the Southeast Fire Centre.

For 82-years the Old Glory fire lookout has held its ground at 2376 meters high. While the original building was replaced sometime in the 1960s, the lookout has aged gracefully for being almost 50-years-old.

Part of the Rossland Range, the Old Glory fire lookout has tremendous views. A person can look south all the way to Lake Roosevelt in the United States to Mt. Baldy, the Valhalla's and Big White in the west.

Fire lookouts cont...



For the last 15 or so years, the Old Glory lookout has had only the occasional, brave hiker or backcountry skier enter its door for shelter of the elements and to recover from the previous 10 kilometres of hiking. Left open to the public, the lookout has escaped deliberate destruction. Only carvings and scribbles left by adventurers look down from its walls.

Former lookout employee, Lenard Loverenow says “it was ferocious up there. I had three major storms over one season. It was very loud and terrifying. Lightning was striking everywhere, trees were candling

to the point where I gave up recording all the fires.”

Loverenow says “the building was struck many times and he witnessed lightning shatter rocks that would fly in horizontal directions.”

The last maintenance occurred to the lookout in the early 1990s and the roof had some repair approximately 5 years ago. Other than those repairs, the lookout is still classified as “solid,” says Forest Protection Technician Dan McBee.

For a 50-year-old building constantly assaulted by the forces of nature, an assessment conducted in 2008 only found a small list of repairs to bring it back up to standard. Besides broken lightning rods, missing shutters, old, flakey paint and one broken window, the lookout has seemed to keep her health. The small maintenance list is due most-likely from the help of responsible hikers and Friends of the Rossland Range.

This past September, some B.C. wildland firefighters put down their Pulaski's and picked up a paint brush. “It was great to be part of the restoration because the lookout has been around for a long time and now it can continue to be available for many years for others to enjoy and experience” said, Julia Rickard from initial attack crew, SE Oscar.

Once re-painted, the lookout seems to have found its old glow. From far away, the simple white building glimmers like a beacon alone on the top of the highest mountain around.

“With all factors considered, keeping certain fire lookouts can only ensure us of more detection success for the future,” says Desnoyers.



*MERRY CHRISTMAS AND A SAFE AND HAPPY HOLIDAY
SEASON TO ALL FROM THE FS NEWS ADVISORY GROUP!*



Shane Berg
Joy Berlando
Bailey Blencowe
Lynda Currie
Steve Dodge
Richard Dominy
Dave Hails
Russ Horton
Karlle Shaughnessy
Kim Steinbart
Sonia Donison

BERG'S EYE VIEW - by Shane Berg



CHRISTMAS TREE HINT NO. 2: AVOID "BUDWORM" INFESTED STANDS WHEN SELECTING YOUR TREE!



Forest Service News is a quarterly newsletter for all Forest Service employees and former FS employees.

Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about *Forest Service News* should be directed to Sonia at 250-953-3859 or **email**

Call for Stories/Ideas

The success of *Forest Service News* depends upon the active engagement of staff throughout the organization. One way for people to support the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia at 250-953-3859 or **email** about their idea or ideas before writing a story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition—deadline for March articles is March 13.



SUBMISSION GUIDELINES